



The Mountain Matters

THE MOUNTAIN RETREAT & LEARNING CENTER, INC.

October 1998



The Mountain Memorial Garden

Because of the hard expert work, of several members and friends, The Mountain Memorial Garden is becoming a beautiful reality, and we plan to dedicate this addition to The Mountain during our Thanksgiving program. A very special thanks goes to Vision Holder **Myrtle Lockwood** who has provided the funding thus far in loving memory of her husband, Art.

The location is among some large boulders on the western shoulder of Little Scaly, just off the next-to-last turn in the road, below the Dining Hall (but far enough away that you wouldn't know the Dining Hall was there.)

This western view from among huge, dramatic rocks, oaks, laurel, rhododendron and a watchful Hemlock sets the scene for solitude, contemplation and meaningful memorial services. The ashes of friends and loved ones can truly be at rest and at home on The Mountain.



Christine Lucas, designer of the Memorial Garden.

The way this project has unfolded as a creation is truly serendipitous. Taking Patron Member **Christine Lucas'** basic layout for use of the space, **Robert E. Smith** cleared some of the area to reveal a nice but far from level glade. Next, we

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Mountain Views

Tom Warth, Executive Director

Although I intend to use this column most of the time to talk about issues of ethics and justice, I want to devote this edition to sharing with you the reasons for and details of a recent staff reorganization. "Nonprofit organizations must increasingly be willing to try new and innovative strategies. Changing organizations in response to organizational weaknesses and strengths must be an ongoing process." (NC Center for Nonprofits) And from author Peter Senge in *The Fifth Discipline*, "Of companies that flourish, the key to their success was the ability to continually explore new business and organizational opportunities that create potential new sources of growth."

Thinking about those words, looking at The Mountain, its strengths and weaknesses and considering the changing economy that is ahead of us, it seemed the right time to reorganize the staff. First, to generate new sources of revenue and to fulfill the vision of Milestone, we have created a

Milestone Learning Center staff. This group of four people is committed to developing Milestone Programs, conducting market research, seeking grant funding, and designing and implementing programs for all ages. This staff will charge the majority of their time to the Milestone Learning Center, Inc. although they will continue to be involved in Mountain programs as well. They are: **Shelley Denham**, Program Chair, **Brian Horvitz**, REFUEL Co-Mentor and Milestone Information Technology, **Sarah Walls**, REFUEL Co-Mentor and Young Adult Activist Programs and **Jill Allison**, Youth Programs. Jill will continue to manage MountainCamp (summer camps) and Mountain youth conferences for The Mountain.

To increase our UU involvement, **Larry Wheeler** will be responsible for the Mountain Ambassador program and The Mountain's participation in UU events such as District meetings, General Assembly and SUUSI in addition to his ongoing work as Development Director. **Susan Smith** will design UU congregational retreats and UU training programs such as RE week. These responsibilities are in addition to her overall design and coordination of senior programs including Elderhostel.

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Memorial Garden

enrolled a group of Junior High campers with ASCENDER supervision, doing their Saturday work project, to clear a new path from the Dining Hall parking lot to the upper level of the Memorial Garden.

Patron Member **Jim Mooney** appeared on the scene while bringing his children to camp, and offered to do a lot of the landscaping using his own crew. The result of that was a level main area shored up by timbers topped with a rail and a wider handicapped accessible entrance from the road.

Christine Lucas returned with two "for sure" helpers, **Cally Jackson**, **Julie Wiest**, and husband **Lewis Walker** (who really intended to have a more leisurely week.) Christine and Jim Looney met to discuss how things were shaping up, and then the Lucas crew went to work. The trail from the parking lot was improved with two sets of large stone steps, a set of steps from the main area to a smaller glade above the main rock was started, and the main area was cleared of all the briar roots. Carpenter Julie added some detail work to finish the railing, while stonemasons Christine and Cally continued to bring out the beauty of rock and other natural components. Christine, a veritable poster child for Uncle Sam, enlisted a lot more helpers including Lewis, Vision Holders **Neal Andreae** and **Bob Hornberger**, Patron member **Carl Clements**, Life member **Joe LeBlanc** and others, all here for Mountain Ambassadors/Board of Friends/Board of Trustees Weekend.

After all this work, there was some concern about the grade from the road to the main area causing the Memorial Garden to be inaccessible. As it happened Ian Denham had contractors on site for the water line installation, which in-

volved some blasting. They went to work on the rock and cleared it away. While there, Christine and crew had the "backhoe" operator, Gary, move several large stones for steps and in the process pack the ground and insure that the wall was indeed very sturdy.

Jim came back in late August to finish up. He and his crew brought in fill dirt and mulch to finish the trail and moved several more stones in place to make the steps to the upper area usable. The result is a most beautiful setting for our Memorial Grove. But wait - there's more. Christine has "enlisted" Vision Holder **Phil Sterner** to come back on the Monday before Thanksgiving to do some more rock work along the trail. Jim will be here, too, so if any of you coming to Thanksgiving can come early, you can contribute to the project and learn some stonemasonry from Christine.



Lewis Walker hard at work in the Memorial Garden.

Volunteers are welcome to come a little early for Thanksgiving to continue developing the trail. The formal dedication of the Garden will take place over the Thanksgiving holiday.

Mountain Views

Continued from Page 1

New to the staff is **Celeste Dickson** from Atlanta, GA. Celeste will be replacing **Pam Bachman** who has decided to leave at the end of this year to pursue new career opportunities (more about Pam's leave-taking in our next issue). Celeste will be responsible for all sales and promotion activities, reporting to me as I pick up overall responsibility for marketing. To assist us in the marketing effort, I plan to form an advisory group of marketing experts who will consult with me on a regular basis about emerging trends in all of our constituency groups. If any of you have solid marketing background and are interested in serving on this advisory group, please call me.

In addition to the changing responsibilities of those mentioned above, we are also committed to improving supervisory training to ensure quality performance in hiring, orientations, training, team building, and giving meaningful, timely performance feedback. These are intended to build

a stronger and more guest service oriented staff, and at the same time enhance the experience of working here as a staff member.

We will also be increasing our commitment to quality in all of our guest interactions, continuing to make the necessary capital improvements central to a safe, accessible and welcoming facility, investing in the information system infrastructure (see Trustee Meeting) and using more and more volunteers in an effective, disciplined manner to support our work activities as appropriate (see related article). All of these efforts combine to position us well for the future, to take advantage of the skills of existing staff, to enhance our UU involvement and to expedite development of the Milestone Learning Center. We believe that these changes will provide us with the tools and inspiration to fulfill our vision, our "commitment to actively participate in the creation of a society transformed—a society which affirms mercy and justice for all, promotes equal rights and removes oppression, and enhances the delicate balance between humanity and nature." We are looking forward to seeing and hearing from each of you. *Tom*

Memorial Memberships

Memorial Memberships at The Mountain were established in the early 1980's and the Memorial Member Plaque, with its weaving of The Mountain, has always been a favorite for people to view. Memorial Memberships have been purchased by both those still living and for loved ones who have passed on. With the addition of the Memorial Garden - a place to conduct memorial services - there are many more options available to those considering a Memorial Membership:

Cost - \$1,500 (one time payment)

Recognition - Listing of the person(s) on the Memorial Plaque in Heritage Hall and on the Memorial Plaque in the Memorial Garden, plus a listing in *THE MOUNTAIN MERRIES*.

Service - Mountain staff will work with those who wish to have a service in the Garden or on Meditation Rock and/or to scatter their loved one's ashes. Support will be given, if desired, in helping to find a service leader (lay or clergy), or providing the service and/or other assistance (music, readings, etc.). Please note that this is only a scatter garden, for in the fragile environment of the site, there is no capacity for burying urns.

For information about a Memorial Membership, contact **Larry Wheeler** at The Mountain (ext. 230).



The First Lake - the planned walkway will provide easy access and new docks will offer safe entry for campers and guests who boat or swim.

1999 Facility Plan Targets Bottom of The Mountain

A recent mailing highlighted plans for making significant improvements to the bottom of The Mountain during the first six months of 1999. Imagine:

- The First (lower) Lake with safe, sturdy new docks and platform, an accessible walkway from the road to the docks, a sandy beach in the swimming area, six new "playaks", and repaired canoes and kayaks.
- The Second (middle) Lake with a repaired dam and spillway waterfall (providing clearer, cleaner water to the First Lake), and a continuation of the accessible walkway ringing the shore and marshy areas.
- The Third (upper) Lake transformed into a unique bog with a walkway where program participants can have first-hand views of common and rare plants native to the area but not currently growing on The Mountain itself.
- An expanded and updated Initiatives Course with a new high element called the "High Wild Woosy", the Wall rebuilt, and several new low elements with interesting names such as the Tension Traverse and the Kitten Crawl.
- The former tennis court becomes an open-air pavilion with partial covering for programming in the rain or hot sun.
- The Crafts Barn given new life with coats of paint inside and out, skylights offering the lighting necessary for detailed work, and a portion of the building enclosed and heated for use in cooler months.

Exciting isn't it! Help us to make this dream a reality. Respond to the mailing or complete the donation form in this newsletter. This project will make a huge difference in the programs and facilities we can offer to guests.



The chalice weaving overlooking the Memorial Board.

Commitment to the Future

A Summary of the August Board Meeting

The Board of Trustees of The Mountain Retreat & Learning Center met the weekend of August 21 - 23 for their third of four meetings this year. In addition to their own agenda, they were able to spend time both formally and informally with Mountain Ambassadors (formerly known as Mountain Reps) and members of the Board of Friends (The Mountain's volunteer fund raising group).

Saturday morning all three groups heard updates from staff members - **Shelley Denham** about the successful summer camp season and REFUEL - **Nancy Heath** on guest services - **Jane Warth** with highlights of the new Mountain Information System - **Neal Resch** presenting benefit improvements - **Ian Denham** a facilities update - **Larry Wheeler** describing our successful development efforts year-to-date - **Tom Warth** on the vision and staff reorganization (see article, page 1). The three groups also took a tour of The Mountain highlighted by a stop at the new Memorial Garden (see story page 1) and an upgraded ASCENDER Home soon to be named the ASCENDER and REFUEL Home. Each group then broke into their own work groups, with the Trustees spending the rest of their time on board issues.

Their first session dealt with finances. Tom gave a year-end projection of net earnings that is better than originally forecast based primarily on the strength of development successes. He also reviewed capital projects - \$200,400 invested year-to-date with an additional \$97,500 to be spent by year-end. With almost \$300,000 being committed to capital improvements this year, the board is clear in its message that we intend to bring the facility up to standards as quickly as possible. In addition, the board approved the purchase of two

homes off of Turtle Pond Rd. owned by Mountain Vision Holder and former Board President, Jake Haun (below).

In May, the Board requested the development of an Information System Plan which was presented by Jane during Session II. The plan's vision statement says: "The Mountain has an Information System that is state of the art for a non-profit business of its size, that increases the efficiency and productivity of the staff, assures data security, stimulates sales growth, enhances the guest experience and requires minimal administration and maintenance." Thanks to her hard work and volunteer support from many people including Vision Holder **Jay Noe** of Jacksonville, FL, and Patron Member **Mark Gramlich** of Decatur, GA, a comprehensive plan has been developed that will fulfill the vision. The Trustees approved the plan and established it as their number one priority for the next year, agreeing that they themselves will help secure the funds (\$80,000) needed for implementation. This is an exciting undertaking for The Mountain. Tom concluded the day with a discussion about staff reorganization (staff related article).

Saturday evening all three groups attended a very informative and entertaining program by **Lee Knight** and **George Ellison** about the Southern Appalachians. Sunday the Trustees engaged in an interesting discussion of the ethical issues involved when deciding on granting sources to be approached for support of Mountain and Milestone programs. It was a very thoughtful dialogue and will be continued at their next meeting. The discussion itself speaks volumes about The Mountain's commitment to ethical behavior and thoughtful actions. The weekend concluded with a wonderful worship service led by the **Rev. Mary Katherine Morn** of Nashville, TN.

Board weekends are important times to be at The Mountain. Between the reports, the decisions that are made and the conversations at mealtimes and social hours, anyone who is here experiences first-hand the energy and excitement about this place, its programs and its vision and plans for the future. The board next meets **October 30 - November 1**. Join us if you can!

Jake Haun's Homes Purchased

In the early 1980's, **Jake Haun**, Development Director and Board member of The Mountain at that time (later to be President), bought first one and then a second home off Turtle Pond Road, just a short distance from The Mountain's entrance. At the time he was fond of saying that this was the beginning of a "Mountain Staff Ghetto". Actually, another house, adjacent to one of Jake's homes, is owned by The Mountain today courtesy of a charitable gift annuity from Vision Holder **Mo Wheeler**.

Recently, Jake and The Mountain reached agreement for The Mountain to purchase both of his homes. Having them will allow The Mountain to develop a better plan for staff housing which can provide close-by, quality housing. The appreciation of the entire Mountain community can go to Jake for having the vision to buy these homes in the first place and for holding on to them until The Mountain was in a position to buy them. In addition to the home sales, Jake made a gift to The Mountain of \$15,000. Jake, your support is truly appreciated, not just as relates to these transactions, but for all you've done over the years to ensure that The Mountain could reach the place of strength that it holds today.

MountainCamp: Summer 1999!

Even though summer just ended, we are already planning for another summer of fellowship and adventure at The Mountain. Watch your mailbox in November for the 1999 summer camp brochure. Place these dates on your calendar now:

- ASCENDER program..... June 13 - July 17
- CIT program..... June 18 - July 31
- Junior High Camp..... June 20 - July 3
- Elementary Camp..... July 4 - 17
- Work and Adventure..... July 4 - 17
- Senior High Camp..... July 18 - 31
- Beginning Camp..... August 1 - 7
- Sr High Leadership
School for Social Justice..... August 1 - 7

Just a reminder: if you are a Life Member of The Mountain, you will receive a \$20 discount in fees, per child per camp. Please keep in mind other discounts available to you, such as \$10 discount for each additional child that registers and a \$50 discount off basic fees if your child attends two or more camps (excluding one-week camps). Plus, if you pay in full by December 31, 1998, you will receive an additional \$50 discount.

If you do not receive your copy of the MountainCamp brochure by the end of November, please call and request one. Remember, camps fill quickly, so get your registration form and deposit in quickly! If you have any questions regarding MountainCamp, please call **Jill Allison**, Youth Programs Director, (ext. 234).

Supporting Youth Attending MountainCamp

The First Unitarian Universalist Church of Nashville, TN believes that MountainCamp is important! During the 1997-98 year, spearheaded by Life Members **Joe & Joan Moore**, they raised more than \$2,000 to help send seven youth to camp. Wow! How! They sold baked goods and other food dishes at church functions.



(from left) REFUEL students Grace Vitza,
Josh Clinard and Keith McCreary

REFUEL Enters Second Session

The second class of REFUEL began in mid-August with three students. **Joshua Clinard** is from Statesville, NC and is interested in computer science and in pursuing technical school. **Keith McCreary** is from Auburn, AL and is considering going to college for music or psychology. **Grace Vitza** is also from Statesville, NC and wants to pursue work in either brick masonry or cooking.

REFUEL is a 17 week residency program designed to serve and nurture the needs of young adults who are going through a time of transition. The program incorporates apprenticeships, community service, academics focused on social issues, leadership training and outdoor adventure. As one of the students in the first class said, "REFUEL hasn't been all easy, but life is never all easy. I've learned to deal with myself and other people in a positive way. In the past five months, I have grown more than I thought possible in such a short time. I know where my life is going, and for once, it's going on a path that I set for myself."

Sarah Walls and **Brian Horvitz**, the REFUEL Mentors, are currently accepting applications for the Spring Semester (January 10 - May 8) and look forward to solidifying that group of students soon. REFUEL is a wonderful opportunity for young adults to clarify their goals and work toward their potential. We're counting on you to help spread the word about this program. If you know of someone in your community who might be a good match for REFUEL, call Sarah (ext. 241) or Brian (ext. 226) right away. Thanks for your support!

Upcoming Programs

An Appalachian Christmas

December 23 - 26, 1998

Join us in the heart of the mountains for a Christmas you won't forget. Folk singer and storyteller **Lee Knight** will take you to his favorite places to gather materials for wreath-making, share Appalachian folk songs and stories, and lead a hike as we turn our focus to the season's heart and meaning. Host **Neal Andrease** will be on hand for impromptu hikes, Christmas spirit and fireside conversations (and, he looks suspiciously like Santa!). Join the Mountain Quartet at the Candlelight Christmas Eve Service, and on Christmas morning, join in the Appalachian gift exchange after brunch. Be sure to bring an old-time gift to trade (wooden toy, candy, fruit or nuts). Christmas evening, after our traditional feast, we'll share our holiday spirit with caroling at the Highlands-Cashiers Hospital. Join us under the tree at Christmas, and you'll discover why we say, "When I'm on The Mountain, I'm home!"



New Year's in the Blue Ridge

Dec. 30, 1998 - Jan. 3, 1999

The New Year is a time to reflect on our inner journey and connection with the outer world. Celebrate the last New Year of this century at The Mountain. Join **George and Elizabeth Ellison** in a magical program combining natural and geologic history, wildlife observation, and artistic expression as we deepen our connection to these ancient mountains.

Enjoy a candlelight dinner, New Year's Eve Party, New Year's Day brunch, concert with the Mountain Quartet, hiking and gatherings around the fireplace. What better place to ring in the New Year than under the stars overlooking Blue Valley?



Millennia on The Mountain

December 30, 1999 - January 2, 2000

December 30, 2000 - January 2, 2001

There's no doubt about it - the Millennium is coming! But when?! Because of the controversy about what the real date of this event is supposed to be, The Mountain will offer two stimulating and thought-provoking celebrations.

In the 1999 - 2000 New Year's weekend, **Garry Tisdale** and other faculty will offer perspectives on ethical dilemmas of the past 1,000 years, with particular emphasis on the current century. Looking at the "historical whys?" through astronomical, geological and (mostly western) cultural lenses, we'll define some of the ecological, religious and governance issues which have so deeply impacted today's societal norms.

This weekend will be followed by its counterpart the following year: a look at the future, especially the next 100 years. Again, astronomy, geology and climatology will be important to our understanding of what it all means. In addition, we'll explore some of the exciting and sobering realities of today as they position us for tomorrow: privacy issues, human rights, war and violence, the economy, church and state.

Of course there will also be plenty of time for exploring The Mountain in the magical winter season. Although each weekend will be designed as a "stand alone" program, please plan on attending both, "unless," says Garry Tisdale, "the world has come to an end."

These twice-in-a-lifetime opportunities will be fund raisers for The Mountain: \$900 for both or \$500 for one weekend. All nonrefundable deposits received before Dec. 31, 1998 will be recognized as a 1998 contribution. The deposit for either weekend is \$150; if you register for both at the same time, the deposit is \$250. For more information, watch future issues of *The Mountain Matters*. Please call our office if you have immediate questions. We've already had numerous inquiries from previous articles so don't wait long to make your reservations!

Volunteers of Note

Vision Holders **Neal Andrease** and **Claire Keane** are the most recent volunteers to be recognized as **Volunteers of Note**. This occurred at a Social Time ceremony honoring them and unveiling a volunteer recognition board during our Board of Trustees, Board of Friends and Mountain Ambassadors Weekend.

Neal spent his whole summer here, becoming that man of all jobs that was really needed. From checking out the vehicles early in the morning to putting the wraps on social time, Neal was a real lifesaver throughout our busiest time. Already known to Mountain staff as a super Elderhostel host, Elderhostel instructor in hiking adventures, and trail "maintainer", Neal's presence this summer was a true blessing. He booked over 450 hours in three months.

Claire proved to be a real asset in the office; she added her professional presence at a critical time. During her summer off from a busy school psychologist job, she made herself available and worked her schedule to support The Mountain. In addition, she ferried Trustees, campers and other guests to and from the Atlanta airport. The icing on all this is that Claire also serves as Recording Secretary to *both* the Board of Trustees and the Endowment Board. We haven't kept track of all the hours she has spent working on those minutes, but her other time amounted to 184 hours of service.

Neal and Claire join **Pat Gnagey**, **Bill Pulgram**, **Anne Staley** and **John Vacher** as Volunteers of Note thus far in 1998, all of whom received a certificate, a Mountain Volunteer shirt, and lots of praise and thanks. Total volunteer time in July and August amounted to 1055 hours – that's equivalent to 6.6 additional staff. Thanks to all who have helped us make The Mountain a better place.

And we can use you! Contact **Robert E. Smith** at ext. 227. Let him know of your interest in being a volunteer. As always, The Mountain provides lodging and meals – your first 4 hours of work covers lodging and the second 4 hours work in a day covers meals.



Nancy Heath thanks Claire for her help in Guest Services.



This could be you! Call The Mountain to volunteer.

Job Opportunities! Wonderful Work in a Wonderful Place

If you, or someone you know, would like to be part of a team that is dedicated to making a difference in the world – we have a job for you! The staff positions described below are full-time, year-round work opportunities which provide many benefits: medical insurance, retirement plan, vacation and sick leave. Mountain housing may be available; staff may eat some or all meals in the Dining Hall. Best of all – you will have wonderful, rewarding work in a beautiful place! If you are interested contact **Robert E. Smith** (ext. 227) or send a letter or an e-mail describing your skills, what you would like to do and when you might be available. We'll get back to you right away.

Maintenance Technician

Responsibilities Work with **Ian Denham** in all areas of buildings and facility systems operations

Qualifications Electrical, plumbing and/or carpentry skills, some experience in building maintenance, ability to learn

Salary Range \$15,000 – \$19,000

Dishwasher

Responsibilities Work with **K.J. Frelin** and the rest of the kitchen crew – and the new dishwasher. Work involves general dishwashing and dining room cleaning. Some food preparation is possible.

Qualifications A good strong back for this physically demanding work and a good sense of humor – the kitchen crew has fun together! No experience necessary.

Salary Range \$12,000 – \$15,000

Housekeeper

Responsibilities Work with **Eileen McKinney** and the Guest Services staff in general housekeeping: distribute linens, work on building and grounds upkeep and prepare the rooms and meeting spaces for our guests.

Qualifications No experience required; training is provided.

Salary Range \$12,000 – \$15,000

Member Support

New Vision Holders

White Oak — \$35,000 +

Jake Haun, Jr. Woodstock, VA

Rhododendron — \$20,000 - \$24,999

Phil & Linda Sterner Winston-Salem, NC

Mountain Laurel — \$15,000 - \$19,999

John & Jerri Wood Sky Valley, GA
Bob & Diane Baum Lakeland, FL
John Lantz & Jane Royal Avondale Estates, GA
Virginia Carver & Hank Raichle Athens, GA

Flame Azalea — \$10,000 - \$14,999

Charles & Susan Kimball Boca Raton, FL

New Patron Members — \$5,000 +

Diane Seville & Dick Britton Mt. Pleasant, SC
Bonnie & Mark Gramlich Decatur, GA

New Life Members — \$1,600 - \$2,000

Avery & Rosie Leiserson Nashville, TN
Chris & Nancy Welles Brooklyn, NY
Jeffrey Peterson Bloomington, IN
Libba Green Tallahassee, FL

In Memoriam

Jim Hooper Cocoa, FL
Jo Rayner Black Mountain, NC
Sadie Johnson Largo, FL

Special Gifts

Allie & Matt Gooding 486 computer
Gay Spirit Visions Cabin Upgrade \$5000
John & Jerri Wood Large Mosaic Artwork

Information Systems

Gifts greater than \$250:

Jeri Moulder \$1,000
John Rakestraw \$ 500
Mark Simpson \$1,000

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Sally Bellamy

Celebrating 85 years!

Many of you know the story of Sally Bellamy's long time involvement with The Mountain. In the summer of 1980, she was our very first (and *only*) week-long guest. In succeeding summers she returned to work in the store, run trips to town, and serve as our "hostess with the mostess" for social time. As many still say, "she makes a mean batch of popcorn!"

And she's back! Sally returned in late August for a two month stay. She's helping with social time and is keeping the staff on its toes by making sure we know when something isn't up to Mountain standards and needs to be fixed. She's even done some of it herself, including squirting WD40 on screen door hinges all across the Mountain-top.

A big occasion occurred the evening of September 16 as the Elderhostel class from that week, Mountain Staff, and several friends gathered to honor Sally on the occasion of her 85th birthday. Many who couldn't be here sent cards and greetings, including her children. Several sent gifts to The Mountain in honor of Sally, in increments of 85 - 85 dimes, 85 quarters, 85 dollars, and multiples thereof. The funds gathered will be used clean, repair and stain the Lodge and Dining Hall Decks and rocking chairs everywhere.

If any of you want to contribute to this effort just complete the donation form on the next page and mark your gift in Sally's name. Beyond that, you may send greetings to her c/o The Mountain through October and later to her home in Tallahassee: 2013 Pat's Place, Apt A, Tallahassee, FL 32308.



Sally is what The Mountain is all about!

Coming Soon!

In an effort to acquaint more people with The Mountain and to update members and friends about what is happening here, Mountain Staff Members are traveling to UU congregations. This Fall, The Mountain Quartet will have appeared in Boone, NC and Knoxville, TN while Larry Wheeler and other staffers will have traveled to Clemson, Greenville, and Spartanburg, SC, and the Thomas Jefferson and Mid-South Fall Conferences.

In the first few months of 1999, The Mountain Quartet will again be doing some traveling in North Carolina, Virginia, South Carolina and Georgia. Larry will be in Florida, Georgia, North Carolina, Tennessee, Kentucky, Ohio, Maryland, and Virginia. Look for details in the next issue of The Mountain Matters. If you would like a Mountain program in your congregation, contact Larry Wheeler at (ext. 230).

Year End Giving

It's not too early to think about end of the year giving. This has been a great year for The Mountain. Strong giving to end the year will enable us to enter 1999 with momentum and the ability to immediately start some projects which will make The Mountain that much more inviting to individuals and groups. Remember that your gift is tax deductible to the full extent that the law allows. Support the The Mountain vision by doing one of the following:

- If you have not supported The Mountain with a financial gift this year, now is a great time.
- A gift of at least \$50 qualifies you as a member for a year.
- If you're not yet a Life Member, consider becoming one — with as little as \$33.33/month.
- If you are a Life Member, Patron member or Vision Holder, consider upgrading to the next level with a five year pledge.
- If one of our special projects strikes your fancy, make a gift or pledge to it.
- Do it now while it's fresh in your mind!

Santa's Helpers Seen Shopping at The Mountain Store

The Mountain Store is readying for the holiday season with long-awaited new items. To order and receive detailed information, call The Mountain office at (828)526-5838.

- Back by popular demand is a new version of the logo shirt! A bright logo on bright colors.

sizes S - XXXL

red, blue, green, black, teal, purple or natural (larger sizes in most, but not all colors).

Short sleeve T	\$12
Long sleeve T	\$16
Sweatshirt	\$21

- A few remaining Ts and sweatshirts with the beautiful Tower design

Short sleeve T	\$10
Long sleeve T	\$14
Sweatshirt	\$19

- Low-profile caps w/ embroidered logo, adjustable fit denim blue

\$10

- Nylon windbreaker jackets w/ white logo on left front sizes L - XL

navy \$50

- Polarfleece jackets w/ embroidered logo sizes S - XL

forest green, blue, charcoal, black, red \$50
size XXL

forest green, blue, charcoal \$55

- Thermal auto mug w/ gold logo purple, hunter green, dark blue

\$6

- Hiking/biking water bottle w/bright pink logo blue or yellow

\$3

Yes! I want to make a donation to support The Mountain's Vision!

Apply my contribution to: ☐ Info. System ☐ Sally's 85th ☐ Bottom of The Mountain ☐ General Fund

☐ \$ ☐ \$5000 ☐ \$1000 ☐ \$750 ☐ \$500 ☐ \$250 ☐ \$100 ☐ \$50

PLEASE SEND ME INFORMATION ON:

☐ The Endowment Fund ☐ Charitable Gift Annuities ☐ Charitable Remainder Trust ☐ Membership

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: (day) _____ (evening) _____



Do you have friends who would be interested in learning about The Mountain? Let us put them on our mailing list!

Name _____

Address _____

Phone # _____ E-mail address _____

Name _____

Address _____

Phone # _____ E-mail address _____

Your name (optional) _____

Mountain Matters 10/98

THE MOUNTAIN RETREAT & LEARNING CENTER, INC.

PO Box 1299 • Highlands, NC 28741 • (828) 526-5838 • fax (828) 526-2511

e-mail: mountain@dnet.net • <http://themountain.uua.org/mountain/>

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THE MOUNTAIN
RETREAT & LEARNING CENTER, INC.
PO Box 1299
Highlands, NC 28741